

Topic: **Against** – Remote Hybrid Working.

Firstly, starting with why I am against of this whole Remote Working Ideology is because College is working online from the very beginning of my PGDM Career, as much as I love having the online exams I still happen to miss a lot about offline college such as Debates, Presentation, Brainstorming, Personal interaction with the teachers and the students, Outbound activity, etc. Parallel to this, working from home is also very void without the interaction with employees and seniors, we miss out on the chance of learning one-on-one.

Secondly, stating the cons of working remotely:

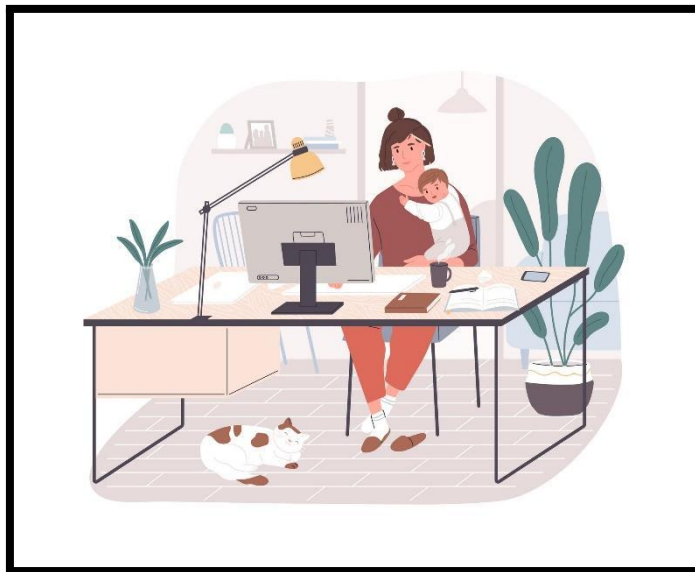
- 1) Lack of community and team work – Spending long hours and collaborating with only a computer screen and no face-to-face interaction and communication with remote team members can be challenging. There are various platforms like Zoom, Skype, etc., where employees can connect through video calls and conferences It might not be as efficient as sitting together and brainstorming ideas to work effectively.



- 2) Lack of Motivation – Working at an office with fellow employees with a common goal and purpose, or having a pep talk with a senior at work, can be great sources of external motivation. Whereas working from home lacks that kind of environment. Though self-motivation works to a certain extent, it is not always enough to keep a man going. That's where the use of external motivation comes into play.



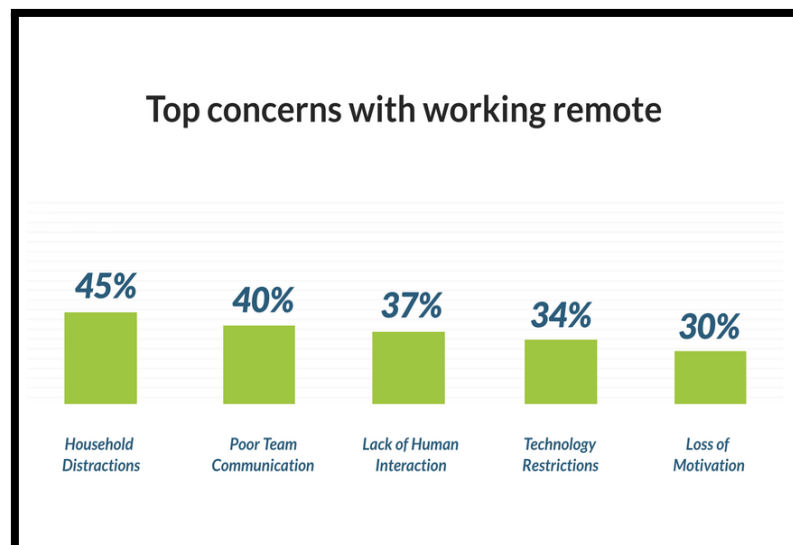
- 3) Unmonitored performance and Frequent Breaks – The role requires employees to keep a check on their performance at work themselves. Self-regulation is a tough job, and work rests on the discretion of the employees. Employees might often laze around and take frequent breaks, resulting in longer and less work time when the breaks and work go unmonitored. Whereas, in the workplace, one is constantly reminded to be on the right track and perform efficiently and effectively, which is impossible with remote work.



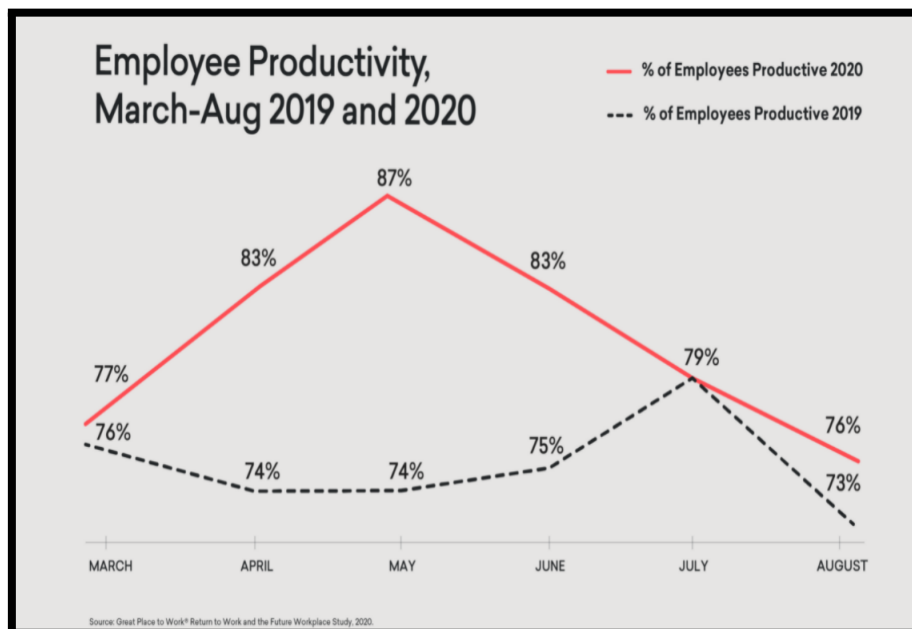
- 4) Lack of Office equipment and Security Concerns – Setting up a home office with a high-end laptop/desktop, a high-speed internet connection, and other equipment, like printers/fax machines, can be costly. And that is not very convenient for everyone. Furthermore, working over the internet might be a problem to access sensitive company documents, which otherwise are easily accessible in the workplace.



- 5) Multiple Distractions and Lack of good working environment – Employees need to focus and concentrate while working, to produce expected results. It proves to be highly difficult to avoid distractions of family wanting attention or other household noises. Not every household can provide good working conditions as an office space does.



- 6) Risk to productivity – the tempting distractions of mid-day naps, the web series that was left on a cliff-hanger, spending time with family, etc. makes it difficult to concentrate and be interested in work for a long. Furthermore, working remotely can make one feel isolated and not motivated enough to work productively.



- 7) Burnout – Some employees may forget to clock out and differentiate between work-life and home-life. This might lead to working longer than one should, thus; resulting in employee burn-out and added stress. Whereas working in an office helps to draw the line between professional and private life.



Lastly, to sum up everything that has been stated so far The pandemic has changed a lot of things in the world. Work from home is a fantastic example of it. Many companies have stated that they will continue with their Work from Home policy even in the future. Some have said they will apply a hybrid model with a mix of both. There are many advantages as well as disadvantages of Work from Home. We were new to this once, and now we know about the doubts that tend to crop up. We have to develop new team dynamics, and our teams will need to gain some new skills. But the timing is perfect at this moment.

References: <https://www.goto.com/blog/employees-top-concerns-with-working-remotely#>

<https://www.chicagobooth.edu/review/are-we-really-more-productive-working-home#:~:text=Weighing%20output%20against%20hours%20worked,they%20did%20at%20the%20office.>